

12-276  
#1

John Johnson  
& Bob Minnix

# Review Meeting

With John Johnson and Bob Minnix  
Bohler 132

Wednesday, November 14, 2012

10:30am

Elliott Bosch

11:00am

Andrew Furney

11:30am

Jeff Tuel

12:00pm

12:30pm

Darryl Monroe Jr

1:00pm

Gabe Marks

Thursday, November 15

8:00am		
8:30am		
9:00am		
9:30am	Brett Bartolone	1230
10:00am	Travis Long	100
10:30am	Deone Brannon	130
11:00am	Teondray Caldwell	200
11:30am		230
12:00pm	Carl Winston	300
12:30pm	Cyrus Coen	330
1:00pm	Xavier Cooper	400

John Johnson

1. All athletes indicated that they have had a very good or "great" student-athlete experience.

They feel supported "academically, socially & from a football perspective. They feel they have and are provided a "ferocious" support system as a student-athlete. Some of the athletes indicated that they would have liked to experience more success on the field during their career. They all feel that they had support academically with tutoring, etc. All have enjoyed living in Pullman. The younger players are still adjusting to the weather. Some most stated that they enjoyed playing for the coaches on the current staff. Many enjoy the "atmosphere" of a college town.

2. Athletes feel they have been challenged as an athlete and student by current staff. Most feel that they have "grown" as a student-athlete. Athletes feel that they have been well "accountable" academically, socially & athletically. Conditioning has prepared them to be better as a "student-athlete". They feel they are prepared to be "mentally prepared" to compete Pac-12 level. Athletes feel they have been taught to compete at the highest level.

3. Athletes feel that practices aren't too demanding. Staff ~~professed~~ professed that athletes have to be "mentally tough". The staff wants them to be accountable - athletically, socially & academically. The theme was that the staff cared about the players. Practices are "up-tempo" but not as hard as previous staff. Players felt the "work outs" are appropriate. ~~Practices~~ Conditioning in off season was hard, but not too demanding.
4. Players feel that the staff provides the framework to be successful in the future. Academics are a priority. The staff has "boosted" the confidence of the team. All players are treated equally in practice.

**Football Student-Athlete Interviews Nov. 14-15, 2012**

**OVERVIEW OF INTERVIEWS**

All student-athletes interviewed were on time.

Coaches

- Believe in these coaches
- Coaches are tough but fair
- Coaches care about them as human beings
- Believe these are the coaches to take WSU to the next level
- Felt administered punishment fit the mistake

Marquis Wilson

- Felt Wilson made a mistake walking out of practice
- Felt Wilson let team down by quitting
- Felt Wilson put team, Leach and WSU in a bad light

Questions 1,2,3,4

1. Love WSU. Awesome. Great
2. Welcome the challenge in order to get better
3. Fall practice not tough. Summer workouts tough but manageable. Toughest activity was an abundance of running.
4. Coaches put equal emphasis/importance on academics and personable development as they did the football

Bob Minnix

12-276  
#1

**Nankivell, Debbie L**

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**From:** McCoy, Anne R  
**Sent:** Tuesday, November 13, 2012 6:34 PM  
**To:** Bradetich, Pam L  
**Subject:** RE: questions - what do you think

In follow-up to our conversation, I thought these looked really good and will use them as framework for my meetings with Milton and Josh for consistency sake.

Anne

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**From:** Bradetich, Pam L  
**Sent:** Tuesday, November 13, 2012 12:03 PM  
**To:** McCoy, Anne R  
**Subject:** questions - what do you think

Thoughts??

Bill Moos has asked that I meet with you as a part of the football program review that he is conducting on behalf of President Floyd. And so, I have a few questions I would like to ask you:

- How has your work experience been so far with Mike Leach and the position coaches? Have you had any challenges or issues that you have struggled with? If so, could you describe.
- From your perspective, how do you feel this football staff has managed their transition in their first year at WSU? What has gone well? Has anything occurred that you believe may impact the future success of the program?
- How do you think the student-athletes have responded to the coaching philosophies and style of their new head coach?
- Do you believe any issues should be addressed with the head football coach? If so, please describe.
- Do you have anything else you would like Bill Moos to know about the Cougar Football Program?

**Pam Bradetich**  
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*Intercollegiate Athletics*  
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**Nankivell, Debbie L**

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**From:** McCoy, Anne R  
**Sent:** Thursday, November 15, 2012 12:41 PM  
**To:** Nankivell, Debbie L  
**Subject:** FW: Meetings on Wednesday  
  
**Importance:** High

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**From:** McCoy, Anne R  
**Sent:** Tuesday, November 13, 2012 6:18 PM  
**To:** Small, Tammy  
**Subject:** Meetings on Wednesday  
**Importance:** High

Hi Tam-

Could you please schedule Milton and Josh each for 30 minutes tomorrow? I want to meet with them separately, but back-to-back... and not before Head Coach meeting... so any time in afternoon.

Thanks!

Anne

Name/Date: Milton Neal 11/14/12

Bill Moos has asked that I (Anne McCoy) meet with you as a part of the football program review that he is conducting on behalf of President Floyd.

- How has your work experience been so far with Mike Leach and the position coaches? Have you had any challenges or issues that you have struggled with? If so, could you describe.

Great, no problems whatsoever → due to MW/JP preparing ahead of time: "having things ready". Also, equip. way down list, so they can do job.

As smooth as any changeover (of the largest.)

- From your perspective, how do you feel this football staff has managed their transition in their first year at WSU? What has gone well? Has anything occurred that you believe may impact the future success of the program? <sup>no</sup> ~~Mike Leach~~ most positive coach he's been around. <sup>truthful</sup>

~~5th~~ Everything has been consistent → message from day 1: same each day. Work hard, give great effort: if you don't, there's ~~not~~ playing time & be team, be best at doing job, be ready to play

well → Message that we need to know we go about things; be team: believe

- How do you think the student-athletes have responded to the coaching philosophies and style of their new head coach?

He has full attention of team whenever ~~they~~ <sup>he</sup> talks to them; always forthright; funny; players love Leach overall from Milton's perspective... So off wall, has team "in stitches". Players that struggle with Mike, don't like hearing truth. Team likes simplicity of rules: consistency; it's a relief; when mad, he gets it off chest; moves on.

- Do you believe any issues should be addressed with the head football coach? If so, please describe.

<sup>"ML"</sup> ~~Big~~ Finger on everything, nothing going on that we or Mike should know about / need to address

- Do you have anything else you would like Bill Moos to know about the Cougar Football Program?

No, in his opinion going in right direction



Name/Date: Josh Ritz 11/14/12

Bill Moos has asked that I (Anne McCoy) meet with you as a part of the football program review that he is conducting on behalf of President Floyd.

- How has your work experience been so far with Mike Leach and the position coaches? Have you had any challenges or issues that you have struggled with? If so, could you describe.

→ Great, all good; change in staff normal

- From your perspective, how do you feel this football staff has managed their transition in their first year at WSU? What has gone well? Has anything occurred that you believe may impact the future success of the program? — No

Fine, no issues, no s/a complaining → Players are having a lot more fun, more camaraderie, even w/ losing; no complaints re: coaches only garden-variety "it's hard"; sand vs. dumbbells

- How do you think the student-athletes have responded to the coaching philosophies and style of their new head coach?

Good, took a bit as <sup>it's</sup> different  
Excited; a lot more fun <sup>for</sup> s/a now

- Do you believe any issues should be addressed with the head football coach? If so, please describe.

No

— (equip stuff)  
Not in weight room, sand, etc., equip only at practice, midnight maneuvers, but haven't seen/heard anything.

- Do you have anything else you would like Bill Moos to know about the Cougar Football Program?

No

11/13/12

12-276 #1  
Sam Bradetich

Bill Moos has asked that I meet with you as a part of the football program review that he is conducting on behalf of President Floyd. And so, I have a few questions I would like to ask you:

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- From your perspective, how do you feel this football staff has managed their transition in their first year at WSU? What has gone well? Has anything occurred that you believe may impact the future success of the program?
- How do you think the student-athletes have responded to the coaching philosophies and style of their new head coach?
- Do you believe any issues should be addressed with the head football coach? If so, please describe.
- Do you have anything else you would like Bill Moos to know about the Cougar Football Program?

## **Football Program Review November 16, 2012**

### Academic Services: Chris Cook 11/13/12

In their first year at WSU, the football coaching staff has set the tone for how they manage their program and their student-athletes. Either be in agreement with their philosophy or don't be on their team. They are clear, concise and consistent in their messaging.

They expect students to be responsible and expect excellence.

In the area of academics their message has been clearly heard by the student-athletes. They have excellent attendance at their 4 night /week study sessions. And, they understand they must be in class, and for them most part they are. There has been little need to discipline student-athletes for not complying with academic expectations.

Compliance is strong because they know that the consequences are significant for non-compliance.

The staff members have not heard student-athletes making any comments regarding abuse.

The football staff treats the academic staff with respect and shows their appreciation. Overall academics and football have a very positive relationship.

The head coach is very engaged with the academic staff during weekly updates and is balanced and analytical when listening to those updates. Coach Leach is "exceptionally consistent" (similar to Dick Bennett).

"If there is negative reinforcement it is very strong---not sure that is bad, but it is different than WSU is accustomed to."

Only question from academics was the possibility of the team lifting during finals week....but clearly there is no issue or hesitancy with meeting with Coach Leach to see what level of time and intensity is expected so as not to have a negative impact on the time the high risk students need to be investing in preparation for their finals.

The only concern offered by academics was a general statement with no specific examples of concern regarding the head football strength coach. This concern is based on "comments the strength coach makes".....just some yellow flags.

### Nutrition: Lindsay Brown 11/13/12

While working with M. Wilson last summer, the nutritionist found him to be pouty, non-compliant and lacked dedication and work ethic. He does not like to be told what to do. Of the football student-athletes assigned to her last summer, he was least compliant.

Has not witnessed abusive behavior in the weight room.

Head football strength coach can be very loud and uses profanity. But after the Colorado loss was supportive and encouraging.

Has not had any student-athlete report any type of abuse.

Finds Mike Leach to be respectful and polite.

Has a positive relationship with Antonio Huffman.

Athletic Training: Chris Lange 11/13/12 (became head fb ATC on 10/4/12)

It is very challenging, with great intensity every day.

Working to build trust with football staff and that is starting to happen. Lots of pressure to get them back on the field after an injury.

Concussion diagnosis and return to play has been controversial, but the athletic training staff and physicians have following policy and protocol and have maintained oversight and control of the situation on behalf of the health and welfare our student-athletes.

He is clear, concise with messaging to coaches – this works, but does have to repeat over and over again messages re: playing status if coaches do not like the message...

Has not seen inappropriate behavior. There is a lot of yelling, but has not seen any physical abusive.

In his coverage of sand discipline/workouts – has not seen inappropriate behavior.

The workout 2 weeks ago was hard, but definitely not abusive---far from it. No SA's had to be pulled from a drill. Would rather see that type of workout rather than gassers.

Strength and Conditioning: Marco Candido 11/14/12

Work experience has been good, so far. Has good relationship, they do not show bias against him due to work with previous staff.

Transition has gone well. Basically, they brought their stuff with them, just like other staffs have done. No different that Paul Wulff's transition in 2008. They have been setting the ground rules similar to what Paul Wulff did. What is different – Mike Leach is consistent – sets expectations and sticks with it---consistent with all players—all treated the same. Expects players to fit into his system—this is a natural part of transition.

Student-athletes have bought in, but they struggle with believing in themselves---coaches have to stick with them through this part of the process.

Have had no issues with any coaches on the football staff. Likes working with head football strength coach. He's a no B.S. guy.

Feels the real issue is the need to manage perceptions of what is happening within the program.

Did mention MW clearly does not put out max effort --- “just watch the drills” and you can see it.

Strength and Conditioning: Jason Loscalzo 11/14/12

Working with this football staff has been awesome. Mike Leach has given him autonomy to run the program and position coaches do not interfere.

The greatest challenge is getting the players to buy in that they're able to win. Team has enough talent to win.... it's more about energy, effort, passion.

Inherited a group of players that hated the weight room---and had blank faces---lack of energy, passion and has been trying to change the "us vs. them" culture that was here when he arrived.

Achieving success could be a longer process than he expected due to the culture created by the previous strength coach and losing that occurred. They need to believe they can win.

Each injured SA has an altered workout program. MW has been altered since last winter---always has something that prevents him to be fully cleared. He wanted special treatment.

He quit, simple as that....doesn't think he even read the letter, and certainly didn't write it.

Waseem's dad does not have the facts---it's all 2<sup>nd</sup> and 3<sup>rd</sup> hand information from a son who does not want to play football and has told him that.

Players have been resistant – no senior leadership, don't know how to win, never have here, doesn't know what it looks like, and so coaches have to show them what it looks like. Working to get past issues, cannot rule by fear....asked him do they fear you.....he says maybe in the "biblical sense and through respect, but they are not afraid of me."

We coach hard, we demand perfection, lazy is not ok, bad body language is not ok. "Our job is to build men".

MW didn't think he was that good, didn't want to be in that role.

No player tried to reach out to MW when he walked out of practice, no one went after him.

Since Utah was not about x's and o's....the Sunday workout was his to design and the drills and workout were focused on: energy, competitive, effort, passion---the specific issue that caused the Utah loss.

Has no issues with the head coach, has not seen abusive behavior.

When punishing players he would never be abusive, even if directed to be by head coach or position coach.

He and Bill Drake got along well, does not know why or how a story got out that they did not get along.

Made no mention of sand workouts or water hoses.



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## Memorandum

To: Elson Floyd, President  
From: Bill Moos, Director of Athletics *Bill Moos*  
Date: December 12, 2012  
Re: Review of Football Program

Per your request, an in-season review of the Washington State University football program was conducted in response to written allegations of abuse by a former football student-athlete. This review was carried out by four members of the Intercollegiate Athletic Department's Senior Staff at my request and began immediately after receipt of your request during the week of November 12, 2012. The charge to the group was to meet with current players as well as personnel from all areas of the department that work directly with the football program to determine if there are signs of abuse or other types of inappropriate behavior by the coaches or staff as alleged by the departing player. Following is an overview of the findings.

### **Player Review:**

A total of 12 players were interviewed by two members of my staff. The makeup of those players was as diverse as possible with attention paid to position, year in school and ethnicity. The selection of the players was made by my Senior Associate Athletic Director that oversees the area of transition and retention and then was approved by me. All players were urged to be honest and forthright and were assured there would be no repercussions regarding their comments.

The result of these discussions found that all 12 players felt they are having a positive experience at Washington State and feel supported academically and socially as well as from a football perspective. They feel that we have a strong support system in place to assist them as student-athletes and that academics is a priority with the football program.

The players stated that they have been challenged as students and athletes, and believe they have grown as a result. They said that they welcomed the challenge in order to be more mentally and physically prepared to compete at the Pac-12 level.

The players described the practices as up-tempo and demanding great focus and effort. The players did say the off-season conditioning sessions are intense and challenging, but appropriate for what they are designed to achieve. Some players describe the practices now as easier and the conditioning activities harder than with the prior coaching staff. According to them, the current coaches stress that they want the players to be mentally and physically tough and accountable.

The players said they believe in the coaches and that they will take the program to a higher level. They said the coaches are tough but fair and that they care about them as human beings. They went on to say the coaching staff has boosted the confidence of the team and that all players are treated equally regardless of role.

The majority of the players stated that the player that walked out of practice let the team down and put them, their coach and WSU in a bad light. What is not widely known but is of great importance is I received a text message from the departing player following the UCLA football game where he recanted the allegations of abuse made in a letter written by he and a relative and sent to the media earlier that evening.

### **Area Review:**

As mentioned, I assigned members of my Senior Staff to review the areas that they oversee that work directly with the football program. Those areas include Academic Services, Nutrition and Training Table, Athletic Training, Strength and Conditioning, and Equipment Operations. People in these areas have direct contact with the players and coaches at practice, in meetings, in the training room, in the

equipment room, at training table and in the locker room. Virtually every aspect of the football program is observed by personnel who work in these areas.

### **Findings:**

The consistent theme was that there are three basic standards that are set at a high level and that are not to be compromised. These standards are academics, personal behavior and maximum effort. A great deal of focus is placed on these standards and there are consequences to face if players do not meet these levels of expectation.

The head coach and his staff are very engaged in academics and are respected by those who work in academic services. Academic performance and degree completion are the highest of priorities. The coaches expect great effort and focus from their student-athletes and for them to be accountable.

Another central theme is that the head coach is firm, fair and most of all, consistent. If the team or any player(s) are not meeting the expectations put in place, there are consequences that range from extended study halls to additional conditioning sessions. The approach used in these situations are designed to strengthen mental toughness and to bond the team. Failure to meet expectations in practice, in the classroom or in the community, could result in additional workouts. These generally occur in the sand box next to the practice field, which serves a dual role as an area to train and strengthen the body and also as a location for additional physical conditioning activities.

Isolated concerns were raised regarding some conditioning drills in the sand box early in the 2012 season which led to my asking staff to formally observe these activities. In the first half of the season water was used on occasion to harden the sand in the box and at times players were sprayed. This practice was discontinued upon my directive around mid-season as I felt it was not necessary to produce the desired results. I have since implemented additional checks and balances for our strength



and conditioning staff. Additionally, I have come to understand that practice and conditioning concerns were raised during previous coaching transitions and after review, found to be without merit.

The training area reported that there has been urging by the coaches to get injured players rehabbed and back in the line-up. The review found no evidence however, that the safety of any player has ever been compromised. I did change the primary trainer for football during the season. This change was to allow for greater focus on the overall training room operation as the football trainer was also serving as the administrator responsible for overseeing all of the department's training room services.

From this review, I believe that the football student-athletes respect the head coach and his staff and feel they will move the program to a greater level of respect and competitiveness. Throughout this review there was no report or detection of abuse or inappropriate behavior. There has been a greater emphasis placed on focus, effort, commitment and accountability, areas needing immediate attention given the lack of on-field success in recent years. Changes in approach during coaching transitions commonly present challenges to players and staff alike. To their credit, the players and staff are forming a camaraderie and understanding of the commitment necessary for a competitive program.

This concludes my review.